

**IOWA STATE UNIVERSITY FACULTY SENATE  
EXECUTIVE BOARD MEETING MINUTES  
APRIL 12, 2016  
3:00-5:00 P.M.  
107 LAB OF MECHANICS**

**Present:** Bigelow, T. (Academic Affairs); Bratsch-Prince, D. (Associate Provost); Brunner, L. (Design); Butler, A. (Secretary); Day, T. (Veterinary Medicine); Freeman, S. (CALs); Looney, M. (LAS); Martin, P. (RPA); Mennecke, B. (Business); Owen, M. (J&A); Paschke, T. (FDAR); Russell, D. (Human Sciences); Schaefer, V. (Engineering); Schalinske, K. (Past President); Selby, M. (Governance); Sturm, J. (President-Elect); Wallace, R. (President)

**I. Call to Order**

President Wallace called the meeting to order at 3:03 p.m. when a quorum was reached.

**II. Consent Agenda**

**A. Agenda, Executive Board Meeting April 12, 2016**

**B. Minutes, Executive Board Meeting March 29, 2016**

Senator Schaefer moved to accept the consent agenda, and Senator Martin seconded. The motion passed without dissension.

**III. Announcements and Remarks**

**A. President**

**1. NTE Task Force Charge**

President Wallace noted concerns raised at the last FS meeting about proceeding on proposals to make changes concerning affiliate and collaborator titles in advance of the NTE Task Force's meeting. President Wallace said that this item and the upcoming proposal to create Clinician Professor titles will not influence the questions for the task force. He added that the proposed changes to FH for introducing Clinical Professor titles may provide a template for future FH revisions concerning NTE appointments.

**2. Regent Bates Visit**

Regent Bates will be on campus on Wednesday, April 27. President Wallace has arranged for her to shadow Professor S. Martin in the morning. He is looking for a female faculty member in another discipline. He is also looking for volunteers to for lunch with Regent Bates.

**3. Commencement Marshals**

Volunteers are still needed to serve as commencement marshals.

**4. FS Presidents Address BOR**

At the BOR meeting, President Wallace will give a brief presentation to BOR on behalf of ISU faculty. The focus will be ISU faculty's salary and compensation. Senator Freeman said that in year's past, the comments have drawn from data reported in the Faculty Committee on Compensation's report. President Wallace said that that report is

not available. Senator Freeman also recommended that President Wallace look at the archived addresses from past FS presidents.

### **5. Statement on Faculty Core Values**

President Wallace sent a draft statement to EB members prior to the meeting. He said that a number of U.S. universities have such statements. He thought that UI faculty could have benefitted from having such a statement in the fracas surrounding the UI Presidential Search. President Wallace opened the floor for discussion of substantive points raised by his draft.

Senator Butler said that she is wary of such statements. She pointed out that when looks at a list, one looks to see what is omitted. For instance, she noticed that there was no statement about faculty commitment to tenure. In light of changes at Wisconsin and Louisiana schools, protection of tenure is very important.

Senator Owen recommended sending the statement to a committee or council for greater input.

Senator Bigelow asked what would happen to the statement if approved. President Wallace said that it would be made available on the FS website and be listed in the ISU alphabetical index. Senator Day asked whether the statement would be adopted by FS. President Wallace said that was his hope. Senator Freeman said that he didn't see a reason not to include the statement in FH if FS adopts it. President Wallace replied that he didn't want the statement to be buried in FH. Senator Freeman countered that appearing in FH signifies that the faculty, the Provost, and the ISU President all agree to its content.

Senator Freeman also expressed concern that the numbers indicate an ordinal ranking. He recommended proceeding slowly to ensure that everything important is included. President Wallace acknowledged that the numbers were used for his own composition; he would be open to bullet points.

Senator Mennecke asked what the purpose of this sort of document is. Who's the audience? ("Whose ox is being gored?") As written, the document seems to be addressed to faculty. What about taxpayers? Aren't faculty employees of the state? Senator Mennecke also noted that there is no comment about service. Senator Selby observed that the audience would be clear if the statement were included in FH.

Senator Selby also asked for clarification about President Wallace's claim that UI encountered problems because they did not have such a statement. President Wallace relied that it would have been convenient for UI's FS to have such a statement at the critical discussion point between BOR and UI's FS. There were arguments back and forth about the prioritization of the faculty. UI's faculty were concerned about how faculty interfaced with the search committee, the lack of transparency, and the lack of shared governance. Once the committee finished, the entire process was turned over to the

consultant, with no further discussion. UI faculty complained that this violated shared governance. It would have been helpful to point to a statement like this.

Senator Selby asked whether FH already includes something about shared governance. President Wallace said he did not want to have the statement buried in FH. Senator Selby said she did not understand this concern. Policies should go in the policy library; faculty-specific policies should be in FH.

Senator Day offered that the point is a framework: every time we sit down, we are clear about our core values.

President-Elect Sturm recommended that President Wallace think about improving the visibility of this document. For example, it might be sent to new faculty with their hiring packages. President-Elect Sturm also noted that such core values are typically included in strategic plans, mission statements, vision statements, etc. Although he did not recommend incorporating it into the strategic plan, he thought it was unusual to have a standalone statement. President Wallace replied that it was composed for faculty to define our core values. He also thought that the mission statement seems to co-vary with the strategic plan. Core values should not change with directives and aspirations.

Senator Freeman reiterated his point that the statement should be included in FH. Faculty who do not read FH are still held to account for the policies and responsibilities in it.

Senator Martin observed that in one form or another, these points already appear in FH. President Wallace replied that some of the behavioral points are not in FH. EB members noted shared governance, responsibility for curriculum, ethical conduct, and respect appear in FH. Associate Provost Bratsch-Prince said that FH 7 is a possible place for this statement. Although it does not use the term “collegiality,” it has a nice section on academic freedom and professional responsibilities. Senator Selby said that “collegiality” is buried in point #5 but does not define it. Senator Mennecke observed that FH 7.1 includes a statement of principles. Associate Provost Bratsch-Prince said FH 7.2 has a very nice statement and includes a lot of these items. Senator Freeman said that FH 2.4 defines who faculty and what their responsibilities are. President Wallace repeated that he would like greater visibility. Senator Mennecke observed that the statement could appear in multiple venues.

Senator Brunner asked what other universities do with this statement. President Wallace said that it appears in their mission statements or under faculty governance.

Senator Martin said that, in the short-term, President Wallace should include this message as part of his departing message as FS President. In the long term, the statement should be moved to a council. President Wallace acknowledged that he did not think that this statement would be adopted this academic year.

Senator Selby moved to send the document to FDAR to discuss. Senator Owen seconded. The motion passed without dissension.

## **B. President-Elect**

President Wallace congratulated President-Elect Sturm on his 25th year with the Des Moines Symphony. He acknowledged a wonderful encore performance by President-Elect Sturm. EB members engaged in an enthusiastic round of applause.

### **1. Enrollment Management Task Force**

President-Elect Sturm said that the task force continues to receive feedback in less formal ways. The task force will be discussing the feedback over the next two to three weeks.

### **2. Spring Faculty Conference**

President-Elect Sturm announced a change in the order of the program. The speakers will speak in the morning. Following lunch there will be synthesis, including faculty and student panels. President-Elect Sturm said that he would like to “plant” EB members to “goose” the conversation forward and share personal experiences.

### **3. Inclusive Classroom Pilot**

President-Elect Sturm encouraged EB members to accept the invitation to participate in the CELT pilot program on creating an inclusive classroom.

## **C. Senior Vice President and Provost**

### **1. BOR Meeting**

At the Council of Provosts meeting (COPs), discussions of discontinuation of Botany, termination of the Institute for Combinatorial Discovery, and the possibility of Regents university requirement on financial literacy will take place. At this point, it does not look that the financial literacy course will be pursued as a for-credit class. Senator Selby noted that Regent Mulholland and Executive Director Donley seemed surprised that ISU offers training (e.g. drug and alcohol abuse training) before students come to ISU. Senator Freeman said that when the strategic plan steering committee met with Regents representatives and consultants, it was clear that they had listened. The current suggestion is to have online modules that students have to complete before they receive financial aid. He said that there should be a draft of this included in the docket materials.

Associate Provost Bratsch-Prince said that UI is continuing to pursue a joint computer science and engineering proposal. ISU remains opposed to that, because we see it as duplication and encroachment on our curricular offerings. President Wallace said that it is very difficult to achieve ABET certification on both disciplines; very few programs in the country have both.

Associate Provost Bratsch-Prince said that there will be information about the budget and raises. A small amount of money has been allocated to BOR institutions and higher education in general. She said that we will need to make a strong case for increasing tuition. She assured EB members that raises and salary increases are still a high priority on everyone’s list.

The Academic and Student Affairs Committee will consider the faculty tenure report, the name change affecting the Bachelor of Design, and the proposed merger between the departments of Anthropology and World Languages and Cultures.

There were thirteen cases of NTE faculty advancement. All of them have been approved. Associate Provost Bratsch-Prince noted an improvement in the quality and materials in the packets. She noted that there is still more work to be done with deans and department chairs.

There were 65 post-tenure reviews. Although she has not yet reviewed all of them carefully, all but one of them is meeting expectations. She noted that this is a decrease in the number of below expectations evaluations.

Associate Provost Bratsch-Prince also noted that 84 new faculty have been added since October 15, 2015. This is a net increase in the overall number of faculty and the largest ever net gain in tenured and tenure-track positions. Senator Selby said that she would like to see numbers not of hires, but of net gains. For instance, in her department, they have hired in the past few years, but in terms of total numbers, they are in the same place as six years ago. Associate Provost Bratsch-Prince replied that as an institution, we have seen increases in the numbers. Senator Martin noted that if hiring is flat and student enrollment increases, that creates a problem.

## **2. SG Proposed Parade**

Associate Provost Bratsch-Prince said that the Provost's Office received a proposal from SG recommending the establishment of a homecoming parade. The senior vice presidents and ISU President Leath are willing to consider it. She added that local businesses would be interested in this.

## **D. Council Chair Reports**

**Governance:** Senator Selby said that the council has met a lot. She proposed taking into consideration EB's discussion of the Clinical Professors proposal and revising it to get something to FS for the next meeting.

**FDAR:** Senator Paschke said that the group is still trying to define "factual information." The discussion is still contentious. (For this reason, Senator Paschke preferred to have a face-to-face meeting and vote.) They will vote on proposed language at the next meeting (April 29). Associate Provost Bratsch-Prince said that this is not time-sensitive, because it is already too late to have an impact on next year's tenure cycle.

Senator Paschke also said that this proposal would be the first mention of "Tabs" in FH. There is no definition of tabs anywhere in FH. Given the migration of documents to electronic formats, it is perhaps improper to continue to refer to the items as "Tabs." EB members recommended describing the contents of the tabs without using the name.

**J&A:** Senator Owen said that two appeals are underway. Senator Owen helped to move another appeal toward mediation.

**RPA:** Senator Martin said that the council will meet with VP Nuter on Friday. They will discuss benefit programs, annual salary adjustments for FY 17. They will also hold their regular meeting with Provost Wickert a week from Friday.

**E. Caucus Chair Reports**

**CALS:** Senator Freeman said that the caucus discussed enrollment management. Their comments will be forwarded to the task force. Senator Freeman expressed disappointment by some of the misconceptions in the feedback (e.g. that there are pockets of hidden money in the university that can be tapped, that low student capacities for courses from decades ago would continue in perpetuity, etc.). He added that there were some good comments too.

**Engineering:** The Dean updated the caucus on space, some of which will be lost to growing enrollment and labs. Senator Schaefer said that nearly all of the committee assignments have been filled, with the exception of Documents committee.

**Human Sciences:** Senator Russell said that committee assignments have been filled. Caucus members met with the finalists in the dean search. The college's faculty voted to approve (98% of 60 votes) including the dean in the third year review process.

**Liberal Arts and Sciences:** Senator Looney continues to discuss consolidating LAS Representative Assembly and FS caucus meetings with the dean.

**IV. Unfinished Business**

**A. College of Business Entrepreneurship Major – [S15-12] - Bigelow**

EB members agreed to change the description to avoid ambiguity.

**B. FH 3.3.5 – Visiting Appointments – [S15-13] – Selby – UPDATED**

**Note:** The document has been updated since April 5th to reflect recommended clarifications discussed during the last Senate meeting, and received in subsequent e-mail messages. Please review the updated document and be prepared for discussion to endorse the changes.

Senator Selby said that changes had been made in response to comments from discussion in FS. Senator Freeman said that a document tracking changes needs to be included in the materials provided to FS.

President-Elect Sturm moved to accept the council's changes. Senator Paschke seconded. The motion passed without dissension.

**V. New Business**

**A. FH Clinical Professor Titles – [S15-14] - Selby**

President Wallace asked how faculty with clinical faculty titles in the colleges of Engineering and Human Sciences would be affected by the proposed changes. Senator Selby said that the implementation plan will need to be developed and discussed. The council is proposing January 1 for implementation. The second paragraph notes that

clinical titles may be appropriate for similar purposes (e.g. dieticians in the College of Human Sciences). But for two clinicians in Engineering, the title change would not be appropriate. The language of the proposal leaves open that the titles could be used in other disciplines.

Senator Freeman expressed concern about the criteria for promotion. Senator Day pointed out that it appears in 5.4.1.6.4. Senator Freeman countered that it does not describe what is being considered for advancement. Senator Selby said that 5.4.1.6.3 states that departments will develop the procedure and committees. Senator Freeman said that his concern is not about procedure but criteria, similar to the description of criteria for promotion and tenure. Senator Selby said that this is not a tenured position. Senator Freeman said that he was concerned about evaluation of clinical practice and teaching. Senator Selby pointed to the proposed language “evidence of promise for further development and contributions to the field.” Senator Day said that teaching and clinical practice cannot be teased apart in these positions. Senator Freeman asked what PRSs for these positions look like. If it includes teaching and clinical practice, the criteria for promotion should reflect this. Senator Selby replied that teaching and clinical practice are one and the same. Senator Day said that Veterinary Medicine clinicians interact with clients in the presence of students. They have a commitment both to the client in front of them and the student who stands next to them. Associate Provost Bratsch-Prince said that such clinicians have some rotational teaching and some didactic teaching. Senator Freeman reiterated that evaluations involve a judgment of how the clinicians perform their responsibilities and whether they are effective. How are these judgments reached? Associate Provost Bratsch-Prince said the hospital director and client surveys provide evaluations.

Senator Bigelow expressed concern to maintain distinctions between assistant professor (promise), associate professor (potential), and professor titles (recognition). Senator Selby said that such language was absent on purposes. This cannot be treated as a tenured position; it is a term position. Senator Bigelow asked why they are given the same title. Senator Selby replied that it's not the same title. She added that we have used this language with adjunct titles. Senator Bigelow countered that when there were promotions, we looked at the same qualifications. Senator Selby said that FH does not require external letters.

Senator Freeman clarified that the issue is not about assistant or associate professor positions, because there is no scholarship. There is no way to create or maintain a reputation across campus, because clinicians do not have any scholarship to share. Senator Bigelow replied that the reputation for clinicians is outside of the university: with clients and former students. Senator Selby asked what to do if the PRS does not require the clinician to share outside of the university. Senator Bigelow replied that clinicians can demonstrate that their students are out in the field working as veterinarians, and they return to them for advice or interact in some capacity. Clinicians need not be fellows of society. But their reputation should extend beyond the clinic.

Senator Day said that he understood EB members' reservations. But, he added, if changes to the model are not approved, then the College of Veterinary Medicine is in trouble. They are falling behind in their ability to recruit and retain, because the college's paradigm is worse than other schools. This proposal offers a level of job security based on accomplishments, even though clinicians are not in the tenure stream.

Senator Bigelow repeated that there must be some way to evaluate a clinician to determine that he or she is effective. Senator Day replied that chairs are able to make that evaluation on evidence of appropriate accomplishments, but it is hard to put into words the basis for that evaluation. Senator Freeman said that he would be satisfied with "in their clinical practice" instead of "development and contributions to the field." Clinicians' PRSs concern teaching and clinical practice. We need to make clear that the field is both teaching and clinical practice.

President Wallace confirmed with Senator Selby that Governance Council would be able to incorporate EB suggestions and put forward a proposal for FS discussion. She thought so.

Senator Freeman described changes he wanted to see to 5.4.1.6.2 and 5.4.1.6.4. He moved to accept the proposal with the changes. Senator Selby seconded. The motion passed without dissension.

#### **VI. Approval of the April 19 Faculty Senate Agenda**

President Wallace said that representatives from Study Abroad will describe the procedures that they follow to ensure the health and welfare of students studying abroad.

Senator Bigelow reminded President Wallace to modify the name of the Major in Entrepreneurship (College of Business).

Senator Freeman recommended listing the names of council chairs separately.

EB members discussed whether it is necessary to continue the practice of having announcements from P&S Council, GPSS, and SG at every meeting. Senator Owen thought that it was important to continue. Senator Butler concurred, noting that their announcements are shorter than other announcements.

Associate Provost Bratsch-Prince encouraged EB to consider scheduling more meetings at other times, such as November. She observed that a lot of motions are "squished" in the last meetings in April and May. President-Elect Sturm noted that proposals for new majors are infrequently contentious. Senator Selby noted that Governance Council motions are frequently contentious.

Senator Schafer moved to accept the modified agenda. President-Elect Sturm seconded. The motion passed without dissension.



**VII. Good of the Order**

Senator Freeman expressed that Senator Selby's facility with the FS computer will be missed when she retires from FS.

**VIII. Adjourn**

Senator Owen moved to adjourn. Senator Bigelow seconded. The meeting adjourned at 4:45 p.m.